



2014-15 Differentiated Pay Plan Submission Template

BRADLEY COUNTY SCHOOLS

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Additional Instructional Roles or Responsibilities	The compensation will be given yearly in the form of a stipend to teachers who may serve in roles such as PLC Facilitators, Data Team Leader, Instructional Coach, or providing content area support. The criteria for the award are outlined below.	<p>The compensation will be given yearly in the form of a stipend at the end of the 2014-2015 school year.</p> <p>The stipend will be given in an amount not to exceed to \$1,000 with a minimum of \$500.</p>	One teacher per elementary school will be eligible for this compensation for a total of 11 elementary teachers. Two teachers per each traditional secondary school will be eligible for a total of 8 secondary teachers. One teacher per Virtual School and GOAL Academy may be eligible. The total number of possible recipients would be 21.	Maximum amount not to exceed \$21,000.	From Certified Teacher salary expenditures this would be approximately 1%.
Experience	The district will continue to award step increases for each year of experience. See attached salary schedule for proposed amounts.	Each certified teacher will earn a yearly step increase for years of experience.	All certified teachers are eligible.	The estimated cost is \$390,000.	The experience payment makes up 1% of the district's expenditures on certified salaries.

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule. See the attached pay schedule. The 2014-2015 Salary Schedule will be exactly the same but has not been revised at this time.
2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?
3. If there are state funding increases, allocations will be applied towards differentiated pay.

III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.

Action Plan:

The Bradley County School District will create opportunities for teachers to be compensated for performing additional teacher leadership roles. These roles will be job embedded and aligned to the districts strategic plan and annual accountability measures. The roles will be directly linked to evidenced based practices and could include, but not limited to mentoring, PLC Facilitator, Data Team Leader, Instructional Coach, developing common assessments, leading collaborative teams, content area support, lead Springboard teacher in ELA/Math, etc.

Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required. A selection process will be approved by the Director of Schools.

Performance Measures

- 1) To be considered eligible for these roles, a teacher must have received a composite score of three or higher for teacher evaluation with priority given to higher performance levels.
- 2) A selection criterion will be established with teacher attendance being a component.

- 3) Good communication skills proven leadership ability, and past performance will be considered in the selection process.
2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

The district academic team met to discuss possible options for the differentiated pay plan. The options were then shared with the Director of Schools for approval. A meeting was also held with our business manager to look at funding sources and monetary amounts. This plan was then further discussed with principals in the district for feedback.

3. Does the district plan to expand or grow its differentiated pay plan in future years? If so, what types of changes or expansions are you considering to your differentiated pay plan or salary schedule?

Due to funding issues, Bradley County does not know if it would be possible to expand this differentiated pay plan in future years. We will evaluate the effectiveness of this strategy and begin looking at the budget next spring to make this determination.